

Health and Long Term Care Workforce Review and Recommendations Report
August 2007 – January 2008 Budget Projections
Submitted 7/31/2007

The Bureau of Health Care Access within the Iowa Department of Public Health will reassign tasks within the bureau to make available .5 FTE of a Community Health Consultant (CHC) to manage the project including overall coordination and writing of the report. **\$30,000** in funding is required to support project expense including but not limited to employment of an emergency worker to assist the CHC with research and compilation of materials, facilitation of a one-day summit to gather stakeholder input, travel and communications/media. The bureau will utilize research/studies previously generated by the Center for Health Care Workforce as well as additional information generated through additional research and from key stakeholders.

House File 909 Section 110 – Health and Long Term Care Workforce Review and Recommendation			
Item	HF 909 Reference	Proposed Activities	IDPH will be unable to complete the following
1.	<p>The department of public health, <u>in collaboration with</u></p> <ul style="list-style-type: none"> the department of human services, the department of inspections and appeals, the department of workforce development, and other state agencies involved with relevant health care and workforce issues, <p>shall conduct a <u>comprehensive review of Iowa's health and long-term=care workforce</u>. The review shall provide for all of the following:</p>	<p>Utilize key informants/workgroup participants to assist with the identification of existing information (via face-to-face interviews, written summaries and reference citations). Incorporate previously collected information/research into materials to be used at the summit and the final report.</p> <p>One-day summit (fall-2007) to gather additional input on areas of greatest challenge and proposed solutions. Incorporate common concerns and solutions into the report.</p>	<p>Three – five meetings with the workgroup members. Emergency worker to handle meeting logistics, meeting summaries, and follow-up on data and reports from members for assimilation by CHC.</p>

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Item	HF 909 Reference	Proposed Activities	IDPH will be unable to complete the following
1.a)	<p><u>Raising of public awareness</u> of the imminent health and long-term-care workforce shortage, based upon the <u>rapidly changing demographics</u> in the state.</p>	<ul style="list-style-type: none"> ➤ IDPH Focus newsletter article(s) and Quick Read communications ➤ Communication venues from other departments and stakeholders ➤ Press releases ➤ Press Conference ➤ Editorials and/or Letters to the editor ➤ Newspaper/other media feature articles throughout the state 	<ul style="list-style-type: none"> ➤ Paid advertising in publications across Iowa
1.b)	<p>A <u>description</u> of the current health and long term care workforce, including</p> <ul style="list-style-type: none"> • <u>documenting the shortages and challenges</u> that exist throughout the state and analyzing the <u>impact</u> of these shortages on <ul style="list-style-type: none"> ➤ <u>access</u> to care, ➤ the <u>quality</u> of care received <u>including outcomes</u>, and ➤ the <u>cost</u> of care. 	<p>Literature review on effect of workforce shortages on access, quality, and cost of health care</p> <p>Identification, review and analysis of existing state data</p> <p>Utilization of an emergency worker to assist CHC in research and data collection</p>	

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1.c)	A <u>projection</u> of the health and long term care workforce necessary to provide comprehensive, accessible, quality, and cost-effective care during the next <u>twenty-five years</u>		Health workforce projections require collection of significant data over time and analysis. The Center for Health Workforce Planning has some data for preliminary assumptions. University of Iowa, College of Medicine, Office of Statewide Clinical Education Programs (OSCEP) has a nationally renowned data collection program and when consulted identified that the time frame to complete a multi-year projection would prohibit them from being able to respond. Additionally, OSCEP has indicated that a 25-year projection is subject to many variables and suggests a shorter projection. Additional time and funding would be required to do such an analysis.
1.d)	<u>Construction of a workforce model</u> to provide the necessary or desirable health and long term care workforce described in paragraph "c".		University of Iowa, College of Medicine, OSCEP, has a nationally renowned data collection program and when consulted identified that the time frame would prohibit them from being able to respond. Establishment of a work plan and sustained funding would be required to do such an analysis.

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2.	<p>The department of public health and other agencies collaborating in the review shall <u>actively elicit input</u> from persons involved or interested in the delivery of health and long term care services, including but not limited to</p> <ul style="list-style-type: none"> members of the health and long term care workforce and consumers of health and long term care. 	<p>Meet with key stakeholders to gather insight into current and projected concerns regarding health care workforce and possible strategies to address concerns</p> <p>Use existing advisory groups (such as , State Board of Health, Rural Health and Primary Care Advisory Group and others as identified by partners listed in item1) to provide input.</p> <p>One-day summit to gather input on areas of greatest challenge and proposed solutions. Incorporate common concerns and recommended solutions into the report.</p>	<p>One to three focus groups conducted to gather input. Emergency worker to handle meeting logistics and minutes.</p>
3.	<p>The department shall coordinate the review with other initiatives such as PRIMECARRE and the Iowa collaborative safety net provider network recruitment effort.</p>	<p>Use existing staff time and knowledge of activities and include in report.</p>	<p>Use emergency worker to research additional information and possibilities/strategies.</p>

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4.	The department of public health shall submit the findings and recommendations of the review for submission to the general assembly and the governor on or before January 15, 2008. The recommendations shall include specific action steps to assist the state in meeting the health and long term care workforce shortages and challenges. The action steps shall include but are not limited to all of the following:	Report will include findings based on information available and research obtained within the time frame.	
4.a)	Strategies such as <ul style="list-style-type: none"> • enhanced pay and benefits, • expanded initial and ongoing training, • flexible work scheduling, • reduced workload volume, and • utilizing a team-based approach to providing care to both recruit and retain the necessary health and long term care workforce.	Report will include findings limited to information and research available within the time frame – consolidated and framed to address areas outlined in the legislation.	
4.b)	Utilization of innovative measures, including but not limited to <ul style="list-style-type: none"> • telemedicine and • other emerging technologies, and • scope of practice changes that allow modifications in roles and responsibilities in various health and long term care settings. 	Report will include findings based on information and research obtained within the time frame.	